

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after September 10, 2016, are as follows: Average increases of 31 cents (2.7 percent) for Level 1 and 24 cents (1.7 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2016.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	1324	11.58	25.69	9.47
CASHIER-CHECKER	932	11.42	17.06	9.47
CUSTOMER SERVICE ASST	103	10.83	13.40	9.47
OFFICE CASHIER	20	12.02	16.98	10.35
TELLER	304	14.30	18.02	10.77
RECREATION ATTENDANT	65	11.72	13.56	10.35
DESK CLERK	128	11.63	14.20	9.75
NF - 2				
HEAD SALES PERSON	106	12.92	21.19	10.57
STORE DETECTIVE	39	13.63	15.19	11.40
HEAD CUSTOMER SVC ASST	71	14.74	17.14	11.60
SECRETARY	34	13.79	19.00	10.65
ACCOUNTING TECHNICIAN	31	18.73	26.92	14.03
NF - 3				
DEPARTMENT MANAGER	192	17.19	29.29	11.00
EXECUTIVE SECRETARY	9	26.12	30.24	22.95

WAGE AREA : #143 Pierce, Washington
ORDER DATE : July 8, 2016
SURVEY : #031/038-68-B